

FOUR LENSES



**“How You Can Support...
Looking Through Your Lenses”**

2015

Samara Morales



*"All of us think we see the world as it is: when
in reality we see the world as we are."
Stephen R. Covey*

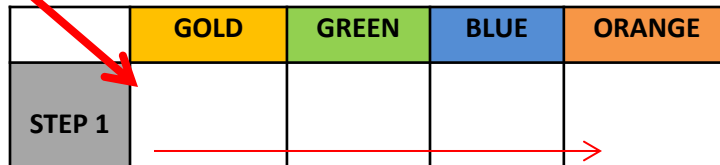
FOUR LENSES Assessment

"All of us think we see the world as it is: when in reality we see the world as we are."

Stephen R. Covey

Step 1:

- Arrange the postcards, pictures side up
- Study the pictures on the cards
- Select the card that best represents you and the things you prefer to do
- Stack the cards in order
 - Place the card you prefer most on top
 - Place the other card in order from most like you to least like you




	GOLD	GREEN	BLUE	ORANGE
STEP 1				
STEP 2				
STEP 3	D	B	C	A
TOTAL				

Record your choices:

- Look on the backside of the card and notice the color on the border
- Go to page 7 of your booklet and look at the scoresheet
- To the right of Step 1, you will see colors that match the borders of the cards
- Using a 4-3-2-1 scale, score your first preference a(4), in the column of the corresponding color. Score your next preference (3) in the column of the corresponding color and continue the process until you have assigned the remaining colors (2) and (1) in descending order.

"All of us think we see the world as it is: when in reality we see the world as we are."

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STEP 1				
STEP 2				
STEP 3	D	B	C	A
TOTAL				

Step 2:

- Now, make sure your cards are turned to the side with colored borders and writing.
- Read and evaluate the descriptions on the cards.
- Reorder your preferences based solely on what you have read.
- Stack the cards in order
 - Place the card you prefer most on top
 - Place the other card in order from most like you to least like you

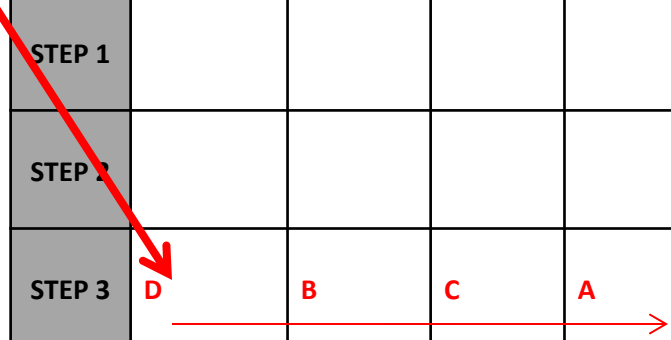
Record your choices:

- On the same score sheet from page 7, you will log in your preferences
- To the right of Step 2, you will see colors that match the borders of the cards
- Using a 4-3-2-1 scale, score your first preference a(4), in the column of the corresponding color. Score your next preference (3) in the column of the corresponding color and continue the process until you have assigned the remaining colors (2) and (1) in descending order.

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	GOLD	GREEN	BLUE	ORANGE
STEP 1				
STEP 2				
STEP 3	D	B	C	A
TOTAL				



Step 3:

- Go to page 6.
- Read each statement.
- Score your preference of the possible endings using the 4-3-2-1 scale

• **Remember:**

- (4) designates your highest preference
- (1) represents your lowest preference

Make sure that as you weigh your preferences, you base your responses on your preference, and not any particular role in your life.

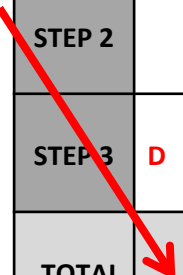
Record your choices:

- Add up the number of points you have given to each letter
- Across from Step 3 you will see letters D,B,C and A.
- Write the score for each letter next to it in the box.

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	GOLD	GREEN	BLUE	ORANGE
STEP 1				
STEP 2				
STEP 3	D	B	C	A
TOTAL				



Now that you have completed the survey, add up the score for each color on your score sheet on page 7. If you have done this correctly, your total score should add up to 120 points!

Analyzing is a
key component

GREEN

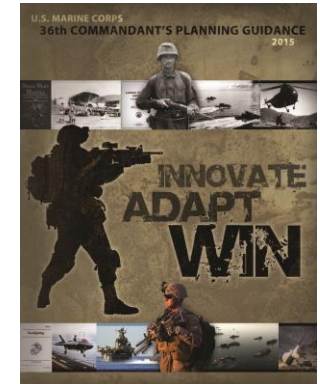


Think things through
while communicating

	Family Readiness Command Team Training	Family Readiness Officer Training	Command Team Advisor Training	Family Readiness Assistant Training	LINKS Training	Life Skills Training (incl. PREP, CREDO)	PI	OPSEC
CO, XO, SGTMAJ, Chaplain	WITHIN 120 DAYS							
Family Readiness Officer	WITHIN 120 DAYS	WITHIN 120 DAYS	WITHIN 120 DAYS	WITHIN 120 DAYS	ALL SESSIONS ASAP	WITHIN 120 DAYS	WITHIN 45 DAYS	WITHIN 45 DAYS
Deploy Family Readiness Officer	WITHIN 120 DAYS	WITHIN 120 DAYS	WITHIN 120 DAYS	WITHIN 120 DAYS	ALL SESSIONS ASAP		WITHIN 45 DAYS	WITHIN 45 DAYS
CO/Senior Enlisted Spouses	WITHIN 120 DAYS				WITHIN 120 DAYS		WITHIN 45 DAYS	WITHIN 45 DAYS
Command Team Advisor	WITHIN 120 DAYS		WITHIN 120 DAYS	WITHIN 120 DAYS	WITHIN 120 DAYS		WITHIN 45 DAYS	WITHIN 45 DAYS
Family Readiness Assistant				WITHIN 120 DAYS	As Applicable		WITHIN 45 DAYS	WITHIN 45 DAYS

■ REQUIRED ■ Recommended

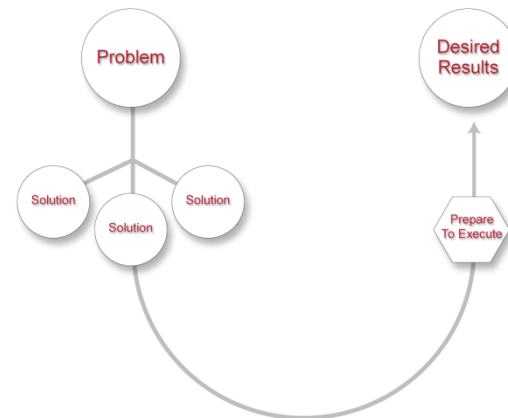
Require logic in
planning



Communicate with
clear objectives and
guidance



Ask many questions



Communicate with a desired
result in mind

Tips for when you are working with a GREEN

- Know your stuff – Greens value competency
- Value your green as an individual – Greens appreciate individuality
- Let them experiment – Greens are fiercely independent
- Focus on facts – Greens are all about facts, leave emotion at the door

Situation: *Your unit's FRO is a green. As a Command Team Spouse, email would be the preferred method of communication – introduce yourself and set up a meeting time and some topics you would like to discuss. A green would not want a sudden knock on the door or an impromptu meeting.*



Communicate by
maintaining peace

BLUE - Communication



Communicate by supporting events
and being a physical presence for
families!



Always find time for
others



Communicate by
lending a hand



Communicate by
providing comfort

Tips for when you are working with a BLUE

- Ensure they know you care about them personally – Blues will give you the world if they know you care about them
- Focus on feelings, not just facts – Blues will consider feelings above all else
- Show concern for their needs – Blues are giving, sometimes they give until they are empty, help fill their tanks
- Make sure “people” come before any other consideration – Blues are all about relationships and your personal relationship means the world to them

Situation: Many of your unit volunteers are Blue. As a Command Team Spouse, always give volunteers extra time to “chat”, try to get to know them personally. Learning about them, their families and what interests them will pay dividends in the amount of time they spend volunteering in the unit. Always offer a greeting when communicating with them electronically (email, text).

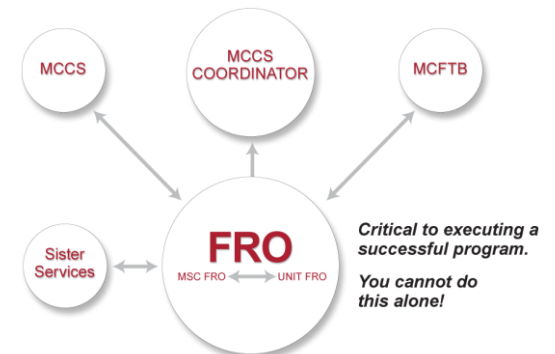
GOLD - Communication



Communicate by checking things off as we go along



Communicate by having an action plan in order to come up with a solution



Strategize together for a solution



Communicate by planning ahead



Communicate with order and organization



Communicate often with a "to do list"

Tips on working with with a GOLD

- During planning, use a step by step approach – Golds like order.
- Be prompt on providing feedback – Golds are efficient. When earning their respect, be responsive and detailed
- Give them enough time to do an assignment well – Golds only do things correctly, allow enough time to get the task done accurately
- Let them work in leadership positions – Golds are great leaders, putting them into leadership positions will show you trust and believe in them

Situation: *Your units Command Team Advisor is a Gold. When communicating ideas or event planning, be clear and provide information in a logical order. If you make a request for something ensure you offer them enough time to complete it to their satisfaction. Show up for meetings on time, Golds believe that if you are tardy to a meeting, you do not respect them or their time.*

ORANGE - Communication



Openly
communicate, say it
like it is!



Doesn't matter how you
communicate, just
communicate. Make it short
and sweet!



Straight to the point



Humor, laughter,
social settings



Make it fun



Energetic

Tips on working with an ORANGE

- Life must be engaging and fun – Oranges love fun! Keep meetings casual, and have fun. Ice breakers are a great way to kick off a meeting with someone that is “orange”
- Be flexible & use humor – Oranges hate rules, let them think outside the box
- Allow them to learn by doing – Oranges want to try it out to see if it works
- Utilize their boundless energy – Oranges get stuff done! Put them to work

Situation: Your Command Team Spouse counterpart is Orange. When having a meeting try to make them short and productive. Get excited along with them when they present ideas. Allow them to get it done...do not micromanage them. Communicate in quick emails, texts or telephone calls.

How You Can Support...

- By acknowledging your preferences, understanding your motives
- By communicating with people in a meaningful way, appreciate their perspective
- Motivate your volunteers
 - Blues – Praise their contributions
 - Golds – Praise their judgment
 - Greens – Praise their insight
 - Oranges – Praise their achievements
- Communicate with purpose in your units
 - Blues – Be genuine & sincere
 - Golds – Appreciate their time
 - Greens – Talk about possibilities
 - Oranges – Talk about what interests them the most



4-Lenses Classes

Contact *Marine Corps Family Team Building (MCFTB) at your location for a 4-Lenses Class.*

- *Unit Session*
- *As an addition to Command Team Training, Readiness & Deployment Support, or L.I.N.K.S.*
- *Couples 4-Lenses*

❖ *4-Lenses can be incorporated into almost any class provided by MCFTB*